Manpower 101

Manpower is About…

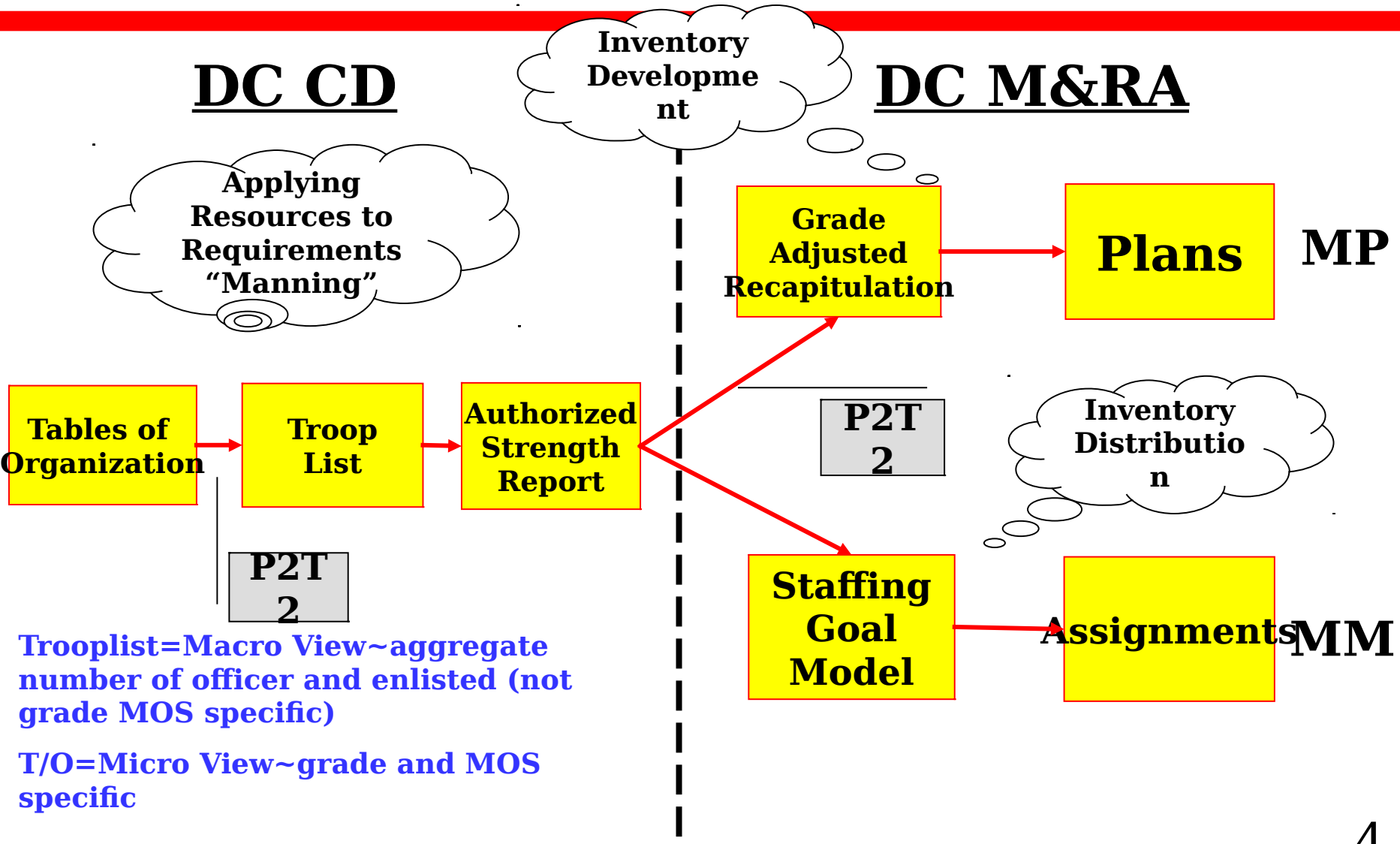
- ***Faces (Staffing Goal)*** **– the inventory of chargeable Marines available to fill authorized billets.**

- ***Spaces (Authorized Strength Report~ASR)*** **– structure billets authorized to be filled.**

KEY ORGANIZATIONS

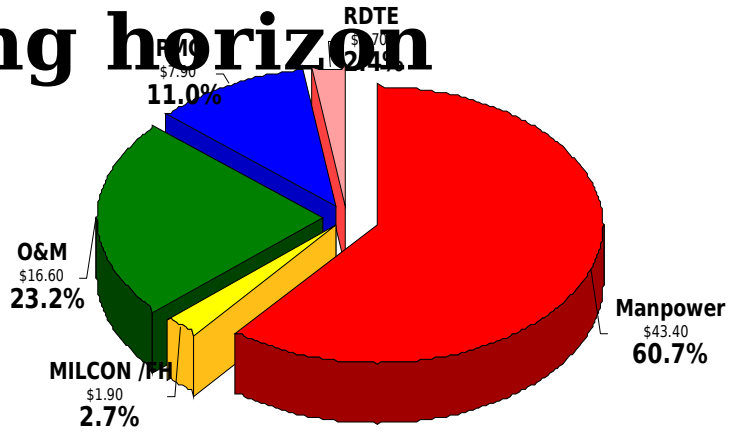
- HQMC MANPOWER & RESERVE AFFAIRS
- TOTAL FORCE STRUCTURE DIVISION
- MARINE CORPS RECRUITING COMMAND
- TRAINING & EDUCATION COMMAND
- OCCUPATIONAL FIELD SPONSORS /ADVOCATES,OPERATIONS (PP&O, ASM, I&L, HQMC)

Manpower Flow



CONSTRAINTS
Program Objective Memorandum (POM)

- **Resource allocation (Money and Marines)**
- **61% of the Marine Corps Budget is programmed for manpower (MPMC account).**
- **Eight (8) year planning horizon**
  - FY 03 Current Year
  - FY 04 Budget Year
  - FY 05-10 POM



Bottom line...POM process allocates $$$ to "buy" personnel.

CONSTRAINTS
Manpower Overhead (P2T2)

- **P2T2 is a DoD mandated measurement (DoD Instruction 1120.11)**
- **Includes:**
  - **Patients: hospitalized > 30-days**
  - **Prisoners: incarcerated > 30-days and < 6-months**
  - **Trainees: entry level accession or in excess 20-weeks**
  - **Transients: PCS/PCA (access, train, operational, rotational, and separation)**
- **Excludes:**
  - **TAD training, FAPs, nondeployables, and unit moves**

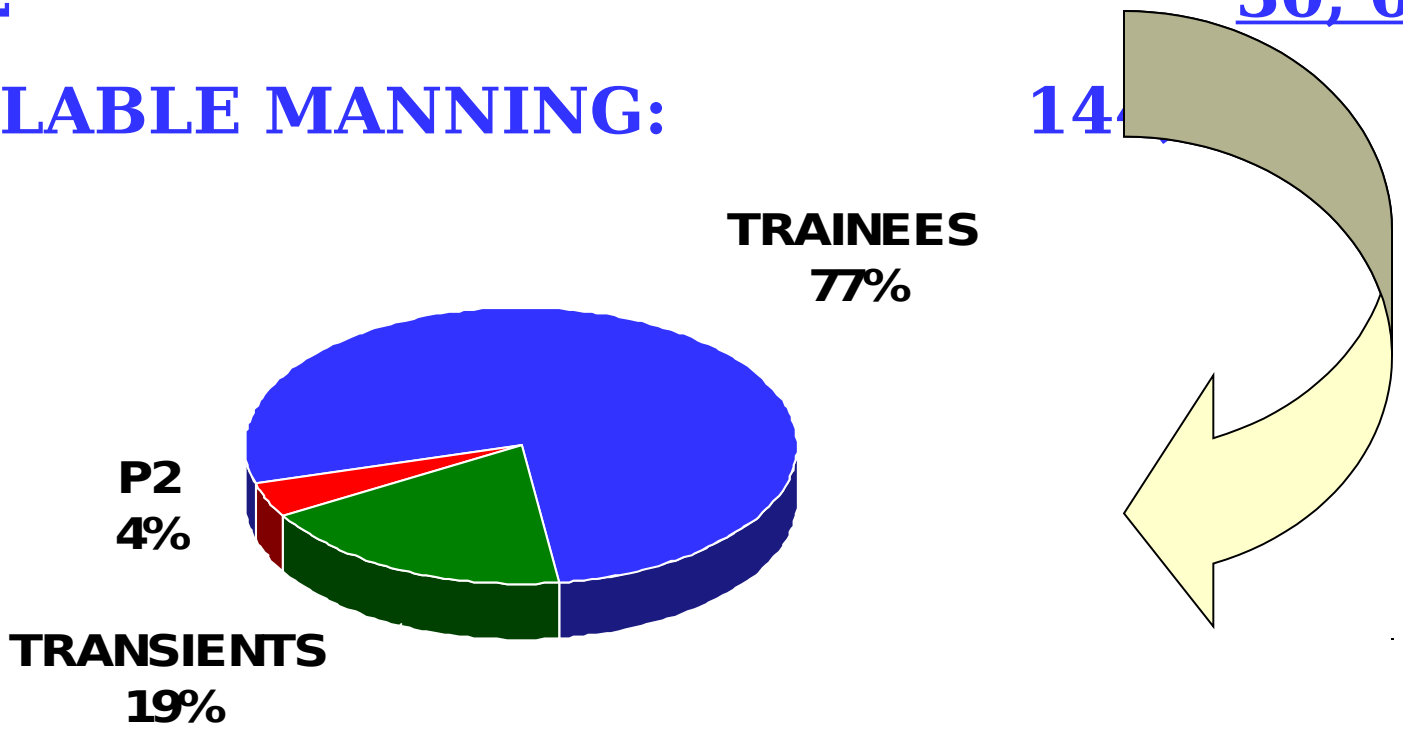
Bottom line… P2T2 Marines count against end-strength (i.e. cost money), but are not assignable.

Manning Controls

BUDGETED STRENGTH : 175,000

P2T2* 30, 060

AVAILABLE MANNING: 14



Bottom line... There are 144.9K Marines to man our

*At DoD level referred to as Individuals Account.

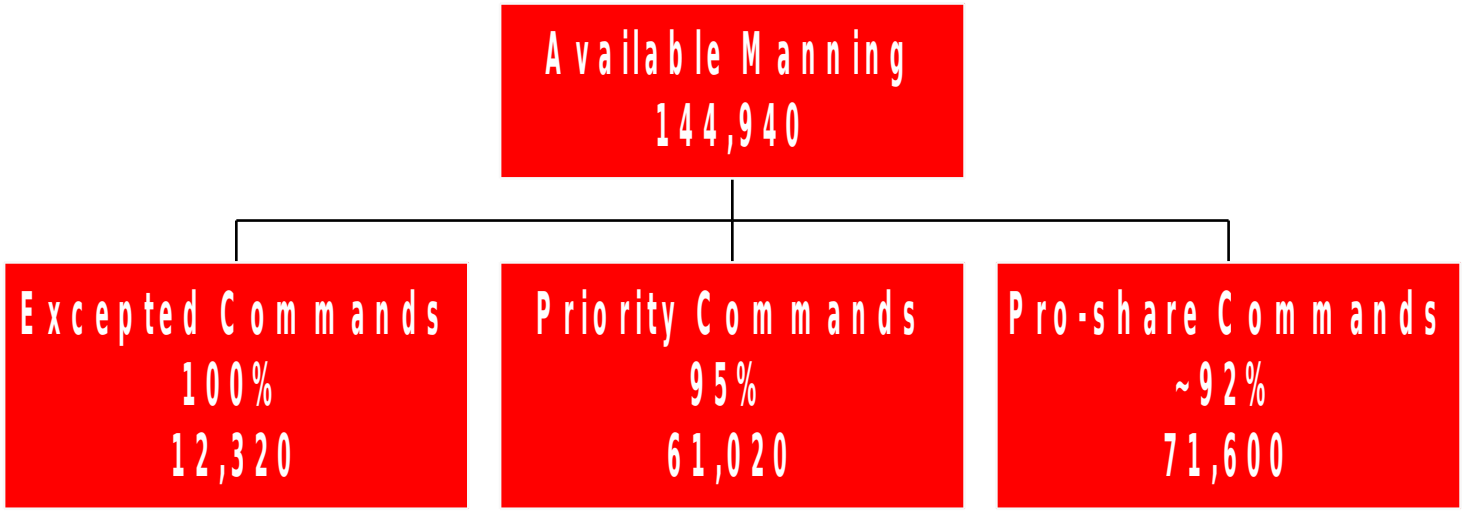
Requirement vs. Reality

End Strength	**175,000**
P2T2	**30,060**
Available Manning	**144,940**
T/O Structure Rqmts	**154,000**
Manpower Delta	**-9,060**
External Requirements	**500**
Actual T/O Shortfalls	**-9,560**

Bottom line…We don't have enough $$ to buy every billet space; we are short by ~ 9,560

CONSTRAINTS
The Manning Level Process

Available manning is then apportioned across the Marine Corps by DC Combat Development to manning precedence.



Inventory Development

- **Manpower plans are developed to “grow and shape” inventory to meet future requirements.**
- **The current inventory is shaped to meet target force requirements using tools such as:**
  - Accession/Classification plans
  - Promotion plans
  - Retention plans & Bonuses

- **The Grade Adjusted Recapitulation is central to the planning process … ASR is source for GAR.**
- **Today's inventory reflects yesterday's plans.**

Inventory Development: The GAR

- **Tool used by MP to plan for a future inventory.**

- **Drives the accession, classification, promotion, and retention plans.**

- **For each grade/MOS, incorporates all manpower constraints, i.e. Overhead cost (P2T2), budgetary, legislative, and policy constraints such as grade distribution:**

  - **E9/E8 = 3.5%**
  - **E9 = max 1%**
  - **Top Six = 52.2%**

Inventory Development: Accession/Classification

Accession/Classification Plans shape the First Term population (i.e. Marines in their first enlistment)

-Enlisted Accession requirement is ~34,689

-Requirement is based on vacancy caused by losses (EAS, retirement, separations)

-Accession requirement given to MCRC as recruiting mission.

-Classification places Recruits into specific

Inventory Development: Retention/SRB

- **Retention Plans use:**
  - **FTAP- requirements for reenlistments in each MOS for First Term Marines.**
  - **STAP- requirements for reenlistments in each MOS for Career Marines.**
  - **Selective Reenlistment Bonus-**
    - **–Provides incentive for reenlistment in MOS's short of inventory or small EAS populations**
    - **–Retains experience level**
    - **–Decreases training costs and T2P2 by reducing number of accessions for specific MOS.**

Inventory Development: Promotion

- Maintain top two enlisted grades at 3.5%
- Provide the right Marine by grade and skill.
- Standardize promotion tempo for all MOS's
  - MGySgt / SgtMaj 22.0 Years
  - MSgt / 1stSgt 17.5 Years
  - GySgt 13.0 Years
  - SSgt 8.5 Years
  - Sgt 4.0 Years

Inventory Distribution: Staffing

- **The objective of the Inventory Assignment Process is to make the "best" distribution of current assignable inventory to meet the Marine Corps authorized strength requirement IAW current Marine Corps staffing precedences (MCO 5320.12_).**
  - Excepted (8.5% of commands): **100% of authorized manning**
    - Includes all grades/MOSs
    - HMX-1 and MCRC
  - Priority (42.1% of commands): **95% of authorized manning**
    - Grade/MOS substitutions allowed
    - “V” units
  - Pro-share (49.1% of commands): **what’s left-over (Currently 92%)**
    - Divisions, FSSGs, and Wings

Inventory Distribution: MOS/Grade Mismatch

PMOS	TOTAL	LTCOL	MAJOR	CAPT	LT	WO
	TO/ASR	TO/ASR	TO/ASR	TO/ASR	TO/ASR	TO/ASR
0170	1/1					
0180	1/1					
0202	1/1					
0203	1/1					
0302	30/28	1/1				
0306	1/1					
0402	4/3					
0602	1/1				1/1	
3002	1/1				1/1	
5702	1/1					1/1
7502	3/3			3/3		
TOTAL	**45/42**	**1/1**	**3/3**	**11/11**	**27/24**	**3/3**

"Staffing" attempts to place Marines in T/O billets with ASR constraints while managing inventory "mismatch" of grade and/or MOS

Manpower Integration

- **Manpower Process spans multiple organizations.**
- **Critical to planning and executing Manpower Plans is the role of Occ Field Sponsor/MOS Specialists.**
- **Occ Field Sponsor/MOS Specialists assist M&RA in determining appropriate promotion and retention plans to maintain right skill/grade mix for each MOS.**

Conclusion…

- **Manpower is a complex system with many stakeholders.**
- **Changes to one process element invariably affects the entire Manpower System. (Unintended Consequences)**
- **We do not have enough end-strength to go around.**
  - Short MOSs (officer and enlisted) make the situation much worse.
  - Emergent, uncompensated mission requirements cause friction.

QUESTIONS/COMMENTS

Headquarters Marine Corps, Manpower and Reserve Affairs

www.manpower.usmc.mil

COMM (703) 784-9370
DSN 278-9370